



# The Principal's Guide to Managing School Personnel

From Corwin



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*A comprehensive guide to building successful relationships with all school personnel!*

Ideal for practicing and aspiring principals, this in-depth resource presents policies, procedures, and techniques for managing faculty and support staff and creating effective work environments. The authors provide case studies, strategies, and reflective exercises in each chapter to help administrators evaluate their schools and practices. Based on ISLLC and ELCC standards for school leadership, this book covers:

- Shaping school culture to promote shared ownership of the school's vision
- Recruiting, selecting, and retaining qualified personnel
- Effective communication and conflict resolution
- Handling challenging situations such as supervising marginal employees and addressing grievances

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### Editorial Review

#### Review

*"This book serves as a valuable tool for districts seeking to enhance the skill level of their principals and would be ideal for professional development. I would have greatly welcomed a book of this nature when I was a principal."* (Carolyn Banks, Regional Director of Teacher Education 2008-09-03)

*"An excellent tool for aspiring principals as well as those who find it uplifting to be reassured that they are doing the right thing."* (Gerard Dery, Principal 2008-09-03)

*"Demonstrates the importance of the principal in personnel issues and provides thoughtful and well-researched suggestions, formats, behaviors, and ideas for dealing with the management, leadership, selection, induction, retention, and dismissal of employees. The chapters on conflict and adverse situations are of particular help."* (Rosemarie Young, Principal 2008-09-03)

*"The book does a wonderful job of taking the research about personnel management and translating it into practice for aspiring and current school leaders."* (Patricia M. Richardson, Professor of Practice 2008-09-04)

*"Principals, superintendents, district-level leaders, school board members, and human resource directors would all benefit from this book. The material and concepts presented are germane to today's leadership challenges. The personnel function is more than hiring and firing, it is the heart and soul of schools and a critical factor that directly relates to student achievement."* (Boyd Dressler, Professor 2008-09-04)

#### About the Author

Learn more about Richard Sorenson's PD offerings

**Richard D. Sorenson**, Professor Emeritus, is the former department chairperson of the Educational Leadership and Foundations Department at The University of Texas at El Paso (UTEP). He also served as the director of the Principal Preparation Program. He earned his doctorate from Texas A&M University at Corpus Christi in educational leadership. Dr. Sorenson served public schools for 25 years as a social studies teacher, principal, and associate superintendent for human resources.

Dr. Sorenson continues to work with graduate students at UTEP teaching school-based budgeting and school personnel. He was named The University of Texas at El Paso College of Education Professor of the Year (2005), and he remains an active writer with numerous professional journal publications. Dr. Sorenson has authored textbooks, teacher resource guides, and workbooks related to elementary and secondary social studies curricula. He conducts workshops at the state and national levels, and he has been actively involved in numerous professional organizations, including the Texas Elementary Principals and Supervisors Association (TEPSA), and the Texas Association of Secondary School Principals (TASSP), for which he conducted annual new-principal academy workshops the previous 12-years.

Dr. Sorenson continues his research agenda in the area of the school principalship, specifically the examination of conditions and factors that inhibit and discourage lead teachers from entering school administration. He makes time each day to exercise, walking 4 to 10 miles, depending on how industrious he

feels!

Dr. Sorenson has been married to his wife, Donna, the love of his life, for the past 40 years, and they have two adult children, Lisa (a second-grade teacher with Cypress-Fairbanks ISD in Houston, Texas) and Ryan (an Exercise Physiologist in El Paso, Texas), a wonderful son-in-law, Sam (a petroleum engineer in Houston, Texas), and two grandchildren, Savannah Grace and Nehemiah Timothy – all of whom are the pride and joy of his life. Rick and Donna reside in El Paso, Texas, on the U.S./Mexico border, with their home facing the majestic Franklin Mountains. Of course, the Sorenson family remains a lover of Pugs, most notably one Little Bit (wanna go?), and Olive (wanna snack?) too.

Learn more about Lloyd Goldsmith's PD offerings

**Lloyd Milton Goldsmith** is the director of the Principal Preparation Program and former chairperson for the Graduate Studies in Education Department at Abilene Christian University. He earned his EdD from Baylor University in the area of educational leadership. Dr. Goldsmith served public schools for 29 years as an elementary school teacher, assistant principal at a junior high school, and an elementary school principal.

Dr. Goldsmith led the migration of the graduate education program to an online format. He is currently involved in developing an online EdD in educational leadership. Dr. Goldsmith and a fellow chemistry professor, Dr. Kim Pamplin, are in their 14<sup>th</sup> year codirecting a program facilitating high school chemistry and biology teachers in developing effective instructional strategies and integrating technology within their lessons. Dr. Goldsmith has served on several state committees for the Texas Education Agency. He served two terms as president of the Texas Council of Professors of Educational Administration.

The research interests of Dr. Goldsmith relate to effective principal practices and practicum design. Dr. Goldsmith enjoys teaching in his church's inner-city outreach ministry, where he helps equip those living in poverty to better handle life's challenges.

Dr. Goldsmith has been married to his wife, Mary, for the 30 years and has three adult children – Abigail, Eleanor, and Nelson. Abigail and son-in-law Andrew Harmon are the parents of his two grandchildren Luke Walling Harmon and Hilary Grace Harmon. “Pa” enjoys being “Pa”. Eleanor, has taught fourth grade for two years in Taft, Texas, where her father began his teaching career. His son Nelson recently graduated with a degree in accounting and finance from Abilene Christian University. Llola, his chocolate lab, is spoiled and walks the good doctor every morning.

## **Users Review**

### **From reader reviews:**

#### **Jose Bell:**

Now a day folks who Living in the era just where everything reachable by interact with the internet and the resources within it can be true or not demand people to be aware of each info they get. How a lot more to be smart in getting any information nowadays? Of course the correct answer is reading a book. Reading through a book can help folks out of this uncertainty Information mainly this The Principal's Guide to Managing School Personnel book because book offers you rich information and knowledge. Of course the info in this book hundred per-cent guarantees there is no doubt in it you probably know this.

**Henry Evans:**

Typically the book The Principal's Guide to Managing School Personnel will bring you to definitely the new experience of reading a book. The author style to spell out the idea is very unique. If you try to find new book to read, this book very ideal to you. The book The Principal's Guide to Managing School Personnel is much recommended to you to see. You can also get the e-book from official web site, so you can more readily to read the book.

**Barry Altman:**

The book untitled The Principal's Guide to Managing School Personnel contain a lot of information on it. The writer explains the girl idea with easy approach. The language is very clear to see all the people, so do not worry, you can easy to read the item. The book was published by famous author. The author will take you in the new age of literary works. You can read this book because you can keep reading your smart phone, or program, so you can read the book within anywhere and anytime. If you want to buy the e-book, you can start their official web-site along with order it. Have a nice learn.

**Lloyd Gilbert:**

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